



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr H Tebani  
**Respondent:** Arcus FM Limited  
  
**Heard at:** East London Hearing Centre  
**On:** 6, 7, 8, 9 May 2025  
**Before:** Employment Judge Byrne  
**Members:** Ms J Clark  
Ms R Hewitt

## **Representation**

**Claimant:** Represented himself  
**Respondent:** Mr Piers Chadwick, Consultant

# JUDGMENT

1. The claim for protected disclosure detriment under Section 47B Employment Rights Act 1996 is not upheld and is dismissed.
2. The claim for automatic unfair dismissal under Section 103A Employment Rights Act 1996 is not upheld and is dismissed.
3. The claim for ordinary unfair dismissal under Section 94 Employment Rights Act 1996 is not upheld and is dismissed.

**Employment Judge Byrne**  
**Dated: 9 May 2025**

## **Notes**

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

### **Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.